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DEMOCRACY IN EDUCATION . . . EDUCATION FOR DEMOCRACY

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66

CHICAGO 4, ILLINOIS

MAY, 1959

Calumet Backs Teachers

School Board Rescinds Rules After Public Boos 'Serfdom'

GARY, Ind.—Events following a two-day work stoppage by members of the suburban Calumet Township Teachers Federation, Local 662, over a mid-term school board attempt to set up a serfdom over teachers remained fluid at press time but with the board rescinding its action and the public and parents backing the teachers and forcing correctives.



Mr. Dalton

Three members of the school board resigned, and 800 citizens at a mass meeting demanded by a 3-to-1 vote that the two then remaining members either appoint successors as provided by a new Indiana law or resign themselves and let the state superintendent take over.

'Union Breaking' Try

School Supt. Earl J. Schuur who was brought into the office last year from a minor post in Mt. Morris, Mich., by the board

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New York Guild Negotiates Pay And Increments

NEW YORK, N.Y.—A 1-day work stoppage to have been sponsored by the New York Teachers Guild, Local 2, was postponed the midnight before scheduled after School Supt. Theobald and board members met with Guild and labor leaders and tentatively agreed to salary increases and equalization of increments for the city's teachers.

The agreement "in broad outline" was reached at a 3-hour negotiating session arranged by the AFL-CIO Central Labor Council on the eve of the scheduled stoppage.

It generally provides for a new salary schedule of from \$4,500 BA minimum to a top \$8,600

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AFT President Carl J. Megel tells house education and labor sub-committee current school financing in U. S. is too meager: Following his testimony for Murray-Metcalf Federal Aid for Education bill, Megel (center) is greeted by Rep. Cleveland N. Bailey, D., W. Va., sub-committee chairman. Left, Rep. John Brademas, D., Ind., and AFT Vice-President and Washington Representative Selma Borchardt look on. Miss Borchardt also spoke briefly.

Megel Urges Schools for New Age

Forty-Third AFT Convention In Minneapolis in August

By Charles E. Boyer*

MINNEAPOLIS, Minn.—Delegates representative of classroom teachers unions the country-over will assemble in this city of sky-blue lakes redolent with the lore of Paul Bunyan and Hiawatha, Monday, Aug. 17, through the following Friday, to map organizational growth and teacher welfare programs for the year following.



Mr. Boyer

The event will be the 43rd annual convention of the American Federation of Teachers. The Executive Council will meet preceding and following. Sessions will be in the Leamington hotel. Annual reminder: Reservations should be made early.

Headline speakers will include U. S. Senator Hubert H. Humphrey

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*Vice-president, American Federation of Teachers, and executive secretary, Minneapolis Federation of Teachers, Local 59.

Now Make Local Grow, Choose Workshop, Go

CHICAGO, Ill.—This is a story for American Federation of Teachers members who want to become leaders in their national, state and local unions tomorrow.



Mr. Fitzpatrick

It's also for the veteran who wants to brush up on union techniques, and return to his Local in September with new and practical ideas for increasing its usefulness to his city's teachers.

It's to announce details of summer study offering the most valuable training that union teachers may obtain to increase

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AFT Hawaii Tours Largest Off Mainland

CHICAGO, Ill.—The American Federation of Teachers-sponsored study-tours to the University of Hawaii this summer will again be the largest group of teachers leaving the mainland for graduate credit study.

The count at press time shows 80 in the party, to fly to the new and exotic overseas state designate. Of these 73 are enrolled in one of the two courses inaugurated for AFT members.

The courses are Education S 344, Education in the Pacific,

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Calls for Murray-Metcalf Bill Enactment in Congress

WASHINGTON, D. C.—American Federation of Teachers President Carl J. Megel testified before Rep. Cleveland N. Bailey's house education and labor sub-committee in its hearing on the Murray-Metcalf bill that the public schools face the task of educating today's youth for the opening of the universe for exploration tomorrow.

Megel urged enactment of the bill which is co-sponsored by numerous senate and house members along with Sen. James E. Murray and Rep. Lee Metcalf, Montana democrats, to provide \$11½ billion in Federal aid for school construction and teachers

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AFL-CIO Meet Stresses Need Of Federal Aid

WASHINGTON, D. C.—Emergency need for the enactment of the Murray-Metcalf

Federal Aid for Education bill in the current Congress was sounded by top labor leaders at the AFL-CIO legislative conference which followed sessions on unemployment the day previous



Mr. Schoemann

More than 500 delegates to the conference were told by AFL-CIO President George Meany that Federal aid to the public schools "even transcends unemployment because the future of our nation economically and militarily depends

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Murray-Metcalf

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salaries over the coming four years.

"While we stagger under world problems," Megel said, "our reactionaries contend that our schools are a local responsibility. Today's child is being considered as unrelated to the human destiny, and our standstill school leaders continue to 'study' educational needs, try new shortcuts for larger classes, fewer classrooms and fewer teachers.

Reaching for Stars

"Meanwhile we are reaching for the stars, and tomorrow, for man, it will be the stars. A few people in our congress, our leg-

In mid-April, hearings on the Murray-Metcalf and administration (Freylinghausen) Federal aid bills had been completed in the House and Senate sub-committees, and backers of the AFL-CIO and AFT-supported Murray-Metcalf bill urged teachers and their families to write their congressmen for aid in getting it through the full House education and labor and rules committees and onto the floor without scaling down.

islatures, and our communities know it. In such a future, education becomes the first prerequisite for leadership and safety.

"Our schools in vision are a quarter of a century behind some of our comic strips. Buck Rogers has emerged as both a prophet and a pioneer. He set children to thinking, and what children think about they will grow up to try to achieve.

"Our shortage-ridden schools are not enough help to them. While a few people always stand out in any civilization, the destiny of America now rests on the training of all youth in the arts of living as well as the sciences."

Four Major Shortages

Megel told the committee that American education is being retarded by four major shortages: 1) a shortage of 400,000 suitable classrooms, 2) a shortage of 250,000 teachers with Bachelors degrees, 3) a shortage of textbooks and teaching equipment and 4) a shortage of money to supply school needs.

He said that currently the classroom shortage in addition to causing overcrowding, compels 2½ million students to attend half-day classes, and others to go to school in churches, stores, gymnasiums and similar makeshift rooms.

"While the AFT considers a single salary schedule starting at \$6,000 and reaching \$12,000 to be a professional salary," Megel added, "the 1958 average of all teachers salaries was about \$4,200, with increases insufficient to keep pace with the rising cost of living.

"Federal aid is the only complete answer to the school need, because the Federal government is the only agency with the ability to spread school costs over all the people.

"Equalization of education is becoming more and more important since more and more people educated in one state grow up to

live and work in others. Over 20 million people crossed state lines in this manner last year."

Megel handed Rep. Bailey letters and resolutions from presidents of AFT state Federations and Locals representing more than half of the national membership, all urging enactment of the Murray-Metcalf bill since their localities are unable to meet school financing needs.

Use This Reprint

The American Federation of Teachers has issued a reprint and addenda to the Federal aid-supporting articles in the March, 1959, issue of the American Teacher newspaper.

Headed, "The Nation's Children Need Your Help," the reprint and addenda contains the most important sections of the Murray-Metcalf bill, the San Juan action of the AFL-CIO Executive Council calling for the bill's quick enactment, and a message, "What You Can Do," from President Carl J. Megel.

Also, a page of tables showing inadequate state school support, the article, "Are We Selling Children Down the River," by AFT Secretary Paul D. Ward which has since been read into the Congressional Record, and the Twenty Questions and Answers detailing reasons for Federal school help.

Copies of the reprint and addenda have been sent to officers of AFT state and Local Federations and to leaders of International, state and local AFL-CIO bodies.

AFL-CIO Meet

From Page 1

on the education of our children."

Peter Schoemann, AFL-CIO education committee chairman and Plumbers and Pipe Fitters International president, declared, "Discussion on unemployment is irrelevant and immaterial if we do not take care of our educational system." He added:

"We can talk about all other issues facing us: housing, aid to distressed areas, public works construction, and so on, but the solution of these will be useless unless we take care of education and this can only be done with Federal assistance."

AFT President Carl J. Megel followed Schoemann, warning that Congress will risk Russian conquest if it does not help finance education. Calling attention to U. S. Chamber of Commerce and National Association of Manufacturers opposition to Federal aid, he added:

"The forces which are fighting Federal Aid for Education are the same forces which are fighting AFL-CIO goals and ideals."

He urged labor to man a grass roots drive for Federal aid. "It is time," he said, "that we met and exterminated the 'bogeyman' that Federal aid means Federal control, by admitting — yes, realizing — that our schools must meet the national crisis and that some Federal equalization as well as aid is needed."

Paul Wagner of the United Auto Workers, urged forceful

support of Federal aid by all labor organizations from Locals to Internationals.

Copies of the current issue of the American Federationist, AFL-CIO magazine, containing an article, "Federal Aid Essential," by Megel, and of the American Teacher reprint and addenda on Federal aid, were distributed to the 6,000 attending the previous unemployment conference.

Calumet Rescinds

From Page 1

for the reported purpose of "breaking the union" appeared to be abandoning autocracy for conciliation under public pressure.

Thomas E. Dalton, Local 662 president, said the teachers rebelled when the Schuur board in mid-term issued a new set of written policies replacing those previously agreed upon with the teachers for the school year.

"Under the revisions," Dalton said, "the school administration demanded that the teachers sign contracts ahead of time for next year, containing provisions among others that any teacher could be fired for anything, anytime, any place.

Formed 'Company Union'

"The new contracts would have made Schuur and the board Czars over the teachers. Previously, Schuur had promoted the organization of an NEA 'company union' in the district in opposition to the Teachers Federation. It reportedly consisted of a dozen teachers, administrators, and two or three dozen laymen since anyone could join."

Local 662 members, a majority of the teachers in the district, voted the work-stoppage, set up picket lines, and were immediately supported by the strong labor units of the area. More than 1,000 parents at a first of several mass meetings applauded the teachers and booed the board.

"Worst of Three States"

Vernon Sigler, the teachers attorney, answered a statement by Board Vice-President Lester A. Alvey that the new policies were a combination of those taken from Indiana, Illinois and Michigan, with:

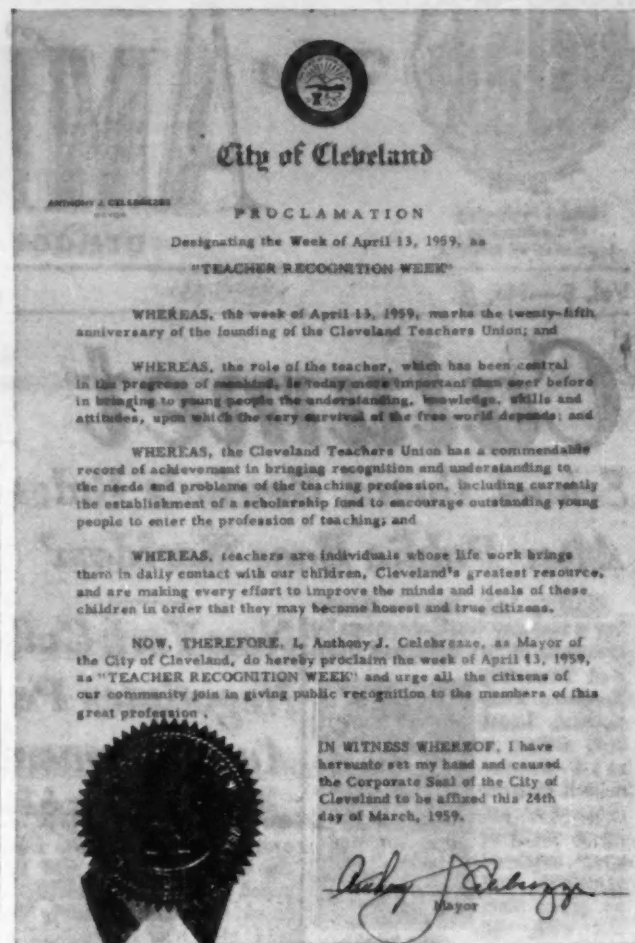
"I don't doubt that he (Schuur) had to go to three states to get them together. He'd have to, to find so many objectionable things."

Three board members, Alvey, President Clarence Greenwald and Treasurer Arthur N. Busse resigned at the end of the meeting, after Miss Ann Maloney of Gary, former AFT vice-president, was cheered for asking that the board meet with the teachers.

Hope for Better Board

Dalton said that the teachers voted to go back to work following this meeting, in the assumption that any succeeding board would "do the right thing." This increased public support at later public meetings.

Alvey later withdrew his resignation, giving the board a quorum, and was elected president. On request of the retreating Schuur, the now 3-man board rescinded the disputed policies and reinstated the previous ones for this school year. Dalton said teachers anticipate future board moves. Salaries are not immediately involved.



Recognition Week, Williams And Television in Cleveland

CLEVELAND, O.—The Cleveland Teachers Union, Local 279, climaxed its year-long 25th anniversary observance with its members starring in a 70-station AFL-CIO television show and a banquet with Gov. G. Mennen Williams of Michigan as the speaker urging national priority for education.

A capacity crowd of 1,200 with overflow attended the banquet in the Rainbow Room of the Carter hotel. Congressman Charles A. Vanik was toastmaster.

Teachers Week

Mayor Anthony J. Celebrezze proclaimed the week preceding the banquet, "Teachers Recognition Week," and the three Cleveland daily papers fulfilled notice to Paul A. Corey, Local 279 president, they would have kind things to say editorially about the union during the event.

Cleveland union teachers starring in television came up as added recognition when the AFL-CIO public relations radio department selected Cleveland schools and the teachers for a 15-minute show in its national public service series, "Americans at Work."

School Support

Corey and Marie L. Caylor, AFT editor and public relations co-counsel, were the technical advisers during the shooting, and School Supt. Mark Schinnerer gave the project "full support." Milton Murray and Robert Wentworth, AFL-CIO television, directed the project.

The film, one in a series of 52, showing different professions and crafts at work contributing to the accomplishments of America are now running over more than 70 individual stations.



Ohio's Gov. Michael W. DiSalle assures Paul A. Corey, president of the Cleveland Teachers Union, Local 279, and Ohio Federation of Teachers legislative chairman, that he will give careful consideration to educational problems during his tenure. Handclasp followed a lengthy conference.



Dearborn, 681, leadership team: From left, Patrick Daly, second vice-president; Dennis O'Leary, retiring from the office of fourth vice-president, Michigan Federation of Teachers; Wallace B. Smith, immediate past-president; Ray Howe, president, and Richard Seavitt, new first vice-president.

Dearborn, 681, Gets First Collective Bargaining Pact

DEARBORN, Mich.—Teachers here are guaranteed review rights in the first written collective bargaining agreement in this school system's history.

The agreement was reached by the board of education and the Dearborn Federation of Teachers, Local 681.

The review clauses give teachers the privilege of inspecting and commenting on issues having a bearing on their professional status, salaries and conditions of employment.

The bargaining achievement climaxed the presidential year of Wallace B. Smith, now succeeded by Ray Howe who was first vice-president. The two were backed by the work of several committees.

Other Gains

John J. Dunn, editor of the Dearborn Teacher, reported other gains, declaring the year one of the most successful for teachers. Rights and benefits obtained by the Local's personal

policies revision committee include:

1) Unlimited accumulated sick leave; teachers on tenure receiving 15 days a year.

2) Holiday and religious observance allowances for members of non-Christian faiths.

3) Leave for advanced study after three years instead of five, with automatic return to the position held.

Added Goals

The Federation is seeking two more improvements which the board has approved in principle but not officially recognized. One is better pay for teachers in night and summer school programs, and the other is a guaranteed cost-of-living pay adjustment based on government and industrial forecasts.

This year the board granted a 3½ per cent cost-of-living adjustment, gained through efforts of the Federation's salary committee directed by Fred Long, its veteran chairman.

Derthick Warns Russia Tries To Beat U.S. With Education

CHICAGO, Ill.—The U.S. Commissioner of Education told the 19th annual education conference of the Chicago Teachers Union, Local 1, that the nation needs more "trained manpower" in every category.

Lawrence G. Derthick spoke at the conference luncheon of more than 1,000 teachers, declaring the need is for "more engineers, more scientists and technicians, and more philosophers, linguists, ministers and more teachers of those who man these and so many other important professions."

The commissioner warned that the Soviets with their dangerously conflicting set of values have "chosen us for their chief rivals," and are attempting to win supremacy by beating us at our own game: education.

Training Communist Style
Russia's objective, he added, is to develop an overall population of well-trained manpower; in other words to overcome our way of life with highly developed minds and talents—communist style.

Derthick said Soviet education is shaped to serve the needs of the state whether or not those needs coincide with those of the individual, and compared it with America's to qualify men

and women to excel "in their best fields of endeavor as free individuals."

Soviet Teachers Honored

He declared that the selection of teachers in the Soviet Union is more rigid, adding:

"Teachers (in Russia) are honored members of society with beginning pay equal to that of other professions. Their classrooms average about 20 pupils per teacher as against 26 or more in this country, and working hours are shorter. Teaching is looked upon as a privilege."

Derthick added: "Here, in the most prosperous nation on earth, we began the school year again with a shortage of more than 132,000 qualified teachers."

"Whenever I use a set of statistics about our teacher shortage, it is with a feeling of frustration at the failure of all too many of our fellow citizens to grasp their significance—to realize that the good teacher is a gift beyond price to every life that he or she may touch."

Urges Moral Values

The Commissioner also urged that in these days "when we are portrayed as materialists, it is more important than ever to emphasize the part that moral and spiritual values have played, and must continue to play in improving our culture." He said:

"More than ever we must develop in oncoming generations the ingredients of character and basic integrity which constitute the primary sources of our strength as a people."



Dr. Derthick



Miss Helen Bowers, newly elected executive secretary, Detroit Federation of Teachers, Local 231. (American Teacher, March, 1959)

Detroit Votes Major School Improvements

DETROIT, Mich.—School bond issues and increases in tax rates for public schools were approved in Detroit, and also appeared to have fared better over the country in the April election than in previous recent ones.

In Detroit, voters overwhelmingly adopted a \$60 million bond issue for new school buildings as well as a five-year \$7.50 per \$1,000 school tax levy.

About \$30 million of the money from the levy is also for buildings, the remainder being planned for operational improvements and salary increases.

The Detroit Federation of Teachers, Local 231, backed both propositions in a "Save Our Schools" campaign as did labor organizations and citizens committees with 2,000 workers carrying the need to the public.

Chicago voters overwhelmingly approved a \$50 million bond issue for new schools, one of several in recent years in an effort to replace obsolete buildings and add new ones for expanding and shifting population.

Local 1071 Mourns Death, Tanya Yates

ROSEVILLE, Mich.—The Roseville Federation of Teachers, Local 1071, is mourning the death of Mrs. Tanya Yates, its beloved president, well known throughout Michigan for her leadership in education.

Mrs. Yates, 40, the wife of Arthur J. W. Yates, M.D., and a kindergarten teacher, had been a member of Local 1071 since 1939, and president for the last three years.

She was stricken in Detroit while attending an institute, shortly after leading a successful Roseville "Save Our Schools" millage referendum campaign.



Mrs. Yates

Sunshine of Salary Increase Follows Storm Over Skokie

SKOKIE, Ill.—The merit rating-salary "Storm Over Skokie" (American Teacher magazine, April, 1959), which produced as much thunder and as little rain as the one over television's Goose Lake, appears to have ended as happily for teachers.

After inspecting the report of an industry-business top-heavy citizens advisory committee advancing the mis-named merit idea, the high school board held hearings of its own. Miss Aune M. Toivola, president of the Niles Township High School Federation of Teachers, Local 1274, spoke for a majority of the faculty.

New Pay Lanes

The result salary-wise was not all that the teachers had asked, but a 1959-60 schedule was set up that makes teaching more professional in the wealthy Chicago suburban school.

The Bachelors lane was adjusted from \$4,800 to \$7,200 a year in 12 steps to \$4,800 to \$8,800 in 15. The Masters, now \$5,100 to \$7,700 in 13, was made \$5,100 to \$9,500 in 15.

Masters plus 30 hours will return next fall under a lane ranging from \$5,250 to \$10,000 instead of the current \$5,250 to \$7,850, and Doctors, will henceforth start at \$5,400 and reach \$10,500 in 15 years.

Experience Rewarded

Miss Toivola pointed out that while beginners will get the same as last year, the adjusted salaries for experienced teachers will keep more of the old teachers on the job. The board hopes so, too.

The merit rating proposal which caused temporary turmoil appears to have been forgotten, for the time being at least, and the teachers and parents hope the interment is permanent.

AFT Leaders Win Science Scholarships

SUPERIOR, Wis.—Glenn A. Parish, vice-president of the American Federation of Teachers and biology teacher in this city's East high school, has been awarded a National Science Foundation scholarship for study this summer at the Uni-

versity of South Dakota, Vermillion.

The scholarship is in botany and zoology. Parish is also president of the Wisconsin Federation of Teachers and a past-president of the Superior Federation of Teachers, Local 202.

Similarly, Mrs. Doris Costello, treasurer of the Somerville (Mass.) Teachers Union, Local 1300, and chemistry, physics and math teacher, will study under a Foundation scholarship at Tufts University.

Delaware Court Rules Out Casual 'Firing' in State

WILMINGTON, Del.—Casual dismissal of teachers under the state tenure law was ruled out by Superior Court Judge Charles L. Perry who held that Daniel B. Delaney, high school electric shop teacher, was improperly let out two years ago and now entitled to lost pay.

Delaney was dropped without notice other than a brief letter from Dr. William I. Miller, superintendent, in May, 1957, when his class was combined with one in another high school.

Judge Perry ruled that under the law, the school board itself rather than the superintendent, was required to have given the notice by registered letter.

Will Get Settlement

Following the decision, the board met hurriedly and announced that it was correcting its notice error, and Delaney would receive a salary settlement.

The case was taken to the Superior Court with a defense fund grant from the Federation of Delaware Teachers, Local 762, and members contributions

to end improper firings in the state.

George W. Brown, Local 762 president, said the board's correction of the superintendent's error would not be contested.

Thomas Herlihy, Jr., the teacher's attorney, pointed out in arguing the case to the court, that the Delaware tenure law had been disregarded in several ways.

"Under No Obligation"

Miller made no attempt to find a teaching place for Delaney elsewhere, and the board contended that there was no obligation to do so. The teacher was not given time to look for another job.

Delaney, now in Philadelphia, taught last year in Florida A. and M. College, Tallahassee. His back pay will be the difference between his salary here and what he earned elsewhere.

John A. Stanavaage, chairman of the executive board of the Federation of Delaware Teachers at the time the suit was filed, said it was the first of its kind in Delaware under the tenure law.

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A Threat to Fair Salaries

By Robert De Mars*

If we were to attempt an objective evaluation of the true effectiveness and value of our modern classroom teacher, we would probably need a giant Univac computer about the size of the Empire State Building and a huge staff of highly trained specialists to interpret the results. This would be an absolute minimum since there are so many intangibles and long range objectives that must be measured.

For example we would have to know if the students presently under instruction will retain the necessary facts, attitudes, skills, social behaviors and generalizations that are currently taught, about 20 or 30 years from now. This would assume that we have the sagacity to discern what the exact essential knowledge is, what it will be for future generations, and get consensus among our qualified raters.

The problem becomes more involved when we consider who is really doing an effective job of educating the whole child. The child is influenced by her present teacher, past teacher, music and art teachers, school specialists, the principal, other students, parents and the neighbors. All of these people may influence a child's learning either positively or negatively. The classroom teacher might have performed a "par excellence" job of instruction, but other human influences destroyed the gains that would have been normally obtained.

It should be obvious to everyone that the task of doing a truly objective job of teacher rating would be monumental. At the present time it would be impossible. The machinery to do the job is not available.

Attempts have been made by many school systems throughout the country to introduce a subjective type of merit rating into practice. Gary, Ind.; Hamtramck, Mich.; St. Paul and Minneapolis, Minn.; Kansas City and St. Louis, Mo.; Milwaukee, Wis.; and Philadelphia, Pa., are some of the major cities where this system was tried. The school principal was usually assigned the task of evaluating the teachers since it was felt that he was in the best position to do an adequate job of rating.

After a period of years each system dropped the merit plan in favor of the single salary schedule. They found through bitter experience that rewarding teachers upon an objective basis of academic preparation and years of service was far more preferable to merit rating and led to higher staff morale.

The AFT, after an intensive study, has gone on record against merit rating as a basis for salary determination because it cannot fairly evaluate the true effectiveness of teaching, it disregards the environment of the child, it rewards conformity, it stifles originality, it places a premium on the absence prob-

*Vice-President, American Federation of Teachers and editor of the Michigan Teacher.

lems, it fosters a spirit of competition rather than cooperation, it strikes at the heart of a teacher's economic security, it will not relieve the teacher shortage and it is a dangerous mirage that can thwart the welfare of the teaching profession.

The real answer in rewarding teachers fairly is to provide a single salary schedule based on preparation and experience in which the professional teacher will start at a salary of \$6,000 and achieve a maximum salary of \$12,000 in eight annual increments. This will attract and retain the finest staff of professional teachers and will enable America to prepare its youth to meet the challenge of the space age.

In reply to the oft-repeated claim that the wisdom of the ages can be stored on (television) film some teachers might claim that the best audio-visual aid yet invented is the text book.

You don't hear any authors claiming that all that is needed is their text and you can send all the teachers home.—Los Angeles Union Teacher.

Education's Stepchild

From the Boston Herald

There's precious little political advantage in the advocacy of better public school programs for gifted children. The politician knows these children represent only a small fraction of the school population—and their parents only a small fraction of the electorate. And he is scared to death he will be accused of promoting an "aristocracy of brains," or "egg-headism."

George McKim, headmaster-emeritus of Boston Latin School, estimates that only five per cent of all schools in the nation have, or contemplate, special programs for the gifted. And, he says, less than half of America's gifted children are being properly educated.

Educators who want to do more for gifted children often run up against the argument that special programs cost too much. And such programs may cost more, per pupil, than existing programs which deprive gifted children of a proper education.

But the principle that the same amount of money should be spent on each pupil is ridiculous. Indeed, no school system could operate if this concept were rigidly adhered to.

The per-pupil educational cost at Boston Latin School in 1958 was \$317. At Boston Trade High School, it was \$370, and at Boston Technical High School, \$449. These figures do not include building and capital equipment.

We do not suggest that Boston is neglecting its gifted secondary school students. On the contrary, Boston Latin is an excellent example of successful "segregation" of the gifted on a community-wide basis. Neither do we malign technical high schools. The purpose of public education is to educate each child to the limit of his capacity to learn.

But today the gifted usually come last. They are the stepchildren of American education. The politician votes ample funds for the mentally retarded. (He may really have humanitarian instincts, or he may just want to convince the electorate that he has them.) He is quick to support athletics. (He may perceive the real need for physical fitness among Americans, or he may just realize that everyone likes a winning football team.) But he can't quite see the advantage—fundamental or political—in helping the gifted.

The Massachusetts Federation of Teachers has filed a bill (in the legislature) for a study of special education programs for gifted public school children. This bill should be adopted. It represents at least a start toward the elimination of a tragic discrimination against the future leaders of our state and nation.

How Lloyds Protection Works

From Los Angeles Union Teacher

A Los Angeles high school teacher found himself faced with a \$5,000 lawsuit because one of his students had fallen off a riser and had broken an arm. Luckily, this teacher is an AFT member.

A little frantic over the prospect of having to shell out \$5,000 he didn't have, he remembered that membership in the AFT automatically brought him \$25,000 worth of protection under Lloyds of London on-the-job liability insurance.

He phoned the Los Angeles Teachers Union, Local 1021 office and related the circumstances. Local 1021 wired the AFT in Chicago and the next day the Lloyds of London office phoned a Los Angeles attorney.

Another phone call to the plaintiff's lawyer removed the teacher from the suit, and the parents concentrated their complaint against the board of education. Cost to the teacher: not one single penny!

It is pointed out that membership dues must be current to be eligible for the insurance. Cost of the insurance is included in the AFT dues.

The President's Column

By Carl J. Megel

ANOTHER school year is near closing. In many ways, it has been one of the most hectic in our history. Yet we reflect upon the American Federation of Teachers progress and realize that it has also been among the finest in our history.

This statement is based upon increased membership and attendance and enthusiasm at Federation meetings throughout the country. All of us at the National Office: Paul Ward, Marie and Harry Caylor, Dr. George Reuter, John Ligtenberg, and I have worked continuously to provide needed aid and service to our growing organization.

Over 200 Locals in 28 states have received direct aid from one of us. I personally have given service to over 100 Locals in 22 states. Sally Parker and Henry Clarke, national field representatives, have done outstanding jobs. Minnesota's Harvey Otterson and Pennsylvania's Margaret Root, as well as Ann Maloney in Indiana, have given yeoman service in their respective states.

Additionally, the entire National Office personnel has been doing an outstanding job in material preparation and expanded work.

MEMBERSHIP figures continue to show consistent gains with 113 Locals already having attained their quotas.

Last week I drove 2,000 miles and organized three new Locals: Roxana and Galesburg, Ill., and Benton Harbor, Mich. In December, we organized a Local at Houston, Tex., which is making tremendous progress.

AFT Locals in Idaho, Washington, California, Colorado, and Ohio made significant contributions to labor's campaign to defeat "right-to-work" legislation. Our union teachers made financial contributions, rang doorbells and otherwise worked to get out the vote. The Cleveland Teachers Union contributed \$1,500 to labor's campaign against the proposition. These activities by our Locals are creating a closer relationship with labor in the individual states.

The American Teacher magazine was honored by winning an award of merit at the convention of the International Labor Press Association. To further bring closer relationship within the labor movement, Mrs. Caylor organized the Chicago Labor Editors Round Table, now holding monthly meetings.

The AFT continues to work for adequate income tax deduction for professional studies. Through the AFL-CIO Education Committee, we have worked to promote the Murray-Metcalf Bill for Federal Aid for Education. Miss Borchardt and I testified at the House Committee hearing for the bill. We attended the AFL-CIO conference in Washington.

THROUGH our attorney, John Ligtenberg, many cases of injustice to teachers were successfully resolved. Richard Hauswald returned to his classroom at Argo, Ill. Mrs. Smith is back at school in Charleston, Ill. We settled the Waukegan, Ill., case, and are waiting for the Supreme Court decision in Butte, Mont. A number of cases are pending where teachers are involved in liability suits. These are being handled by Lloyds of London under our liability insurance program.

The summer workshop program is now completed, with courses at the Universities of Connecticut, Wisconsin, California and Hawaii. One hour of credit is offered by California and Hawaii. In the year the AFT has gained in stature and national prestige, although chaotic conditions have made the year a difficult one. School problems in New York City; in Chicago; in Texas, Arizona, and elsewhere are far from settled.

The heroic stand taken by the teachers of Calumet Township, Ind., to resolve one of the most flagrant violations of teacher rights ever perpetrated by a school board or administrator, gave new courage to teachers everywhere.

A WAVE of anti-intellectualism is sweeping the country, spearheaded by those who desire to prevent enactment of legislation to adequately finance education. But conditions would be a great deal worse were it not for the thousands of teachers, officers and members of the American Federation of Teachers who are constantly fighting for the democratic rights of teachers, for better salaries and improved working conditions.

Teachers must have the courage to speak out against injustice and to fight an oppression which begets submission and deadens initiative. Through your Local and the American Federation of Teachers, may I encourage you to increase your activities, your membership, and to advance your influence.

It is said: "Tis better to light a candle than to curse the darkness." Our job, our homes, our lives, and the future of America depend upon American education. Let each of us light a candle to bring light into the darkness of ignorance and oppression, to preserve democracy and freedom!



Retiring Illinois State Federation of Teachers President Walter Werre of Chicago, hands gavel to Mrs. Josephine Oblinger of Springfield, elected at Kankakee convention to succeed him July 1, with other new officers: From left, Vice-President Paul E. Woods, president of the East St. Louis Federation of Teachers, Local 1220; Secretary Mrs. Rosalie Kraus of Moline, past-president of the Moline Federation of Teachers, Local 791, and past AFT vice-president; and, right, F. Ray Wiley of Oak Park, West Suburban Federation of Teachers, Local 571, new treasurer.

Illinois Votes on Increase In Dues for Paid Secretary

CHICAGO, Ill.—Ballots were to be counted May 9 from a membership referendum by the Illinois State Federation of Teachers on the proposition of increasing dues to employ an executive secretary.

The balloting on April 15 was authorized by delegates to the recent ISFT convention in Kankakee. The proposition was to increase dues from Locals from \$2.50 a year per member for the first 500 members, and 40 cents for additional members, to \$3.00 a year for the first 1,000 and 40 cents each for additional ones.

The plan for a state office with a paid executive secretary has been under consideration for the last three or four years. Delegates appeared to favor the move immediately if the referendum carries. Ballots were to be counted by the officers-elect, named in the caption under the above photo, and members of the retiring Executive Council.

Urges Intern Teaching

Walter Werre of Chicago, retiring president, told the convention in his address that three years of "intern teaching" should be added to the current 4-year teachers college course

with teachers being given a Masters degree and lifetime certification thereafter.

Werre called current teacher training archaic and said that undergraduate curriculum of normal schools and colleges of education must be revised away from excessive emphasis on methods and educational theory.

"If we aim to make teaching a profession," he added, "we must build it on a foundation of basic knowledge, skills and understanding."

"This calls for higher achievement in the development of the liberal arts, engineering, science and the practical and fine arts. Strong emphasis should be given modern languages, social studies, mathematics and the manual skills."

Cites Legislative Bills

Miss Ann Wahl of Springfield, chairman of the legislative committee, said bills in the legislature holding most attention from teachers include those to defeat the ordering of further study to advance on the salary schedule, and to prohibit collection of membership dues by any organization at institutes or on school property.

Down-Rating Case Taken Into Court

SEATTLE, Wash.—The Seattle Federation of Teachers, Local 200, is backing an appeal of a school-administration down-rating of Walter Seeschaaf, one of its members, to the Superior Court of King County.

Elmer Miller, Local 200 president, charged that Seeschaaf was rated as "unsatisfactory teacher, immediate improvement necessary... to be retained," by his principal, Aurio Bonney, for a single remark on

a non-academic issue.

Seeschaaf questioned the propriety of a letter circulated for signatures of AFT non-members in his high school impugning the loyalty of teachers not in accord with administration policies regarding special levies.

After the case was carried to city, county and state superintendents without redress, Seeschaaf's attorneys filed the court case for a Writ of Certiorari. Miller said:

"A great deal is at stake in respect to teachers job security. If the principal is entitled to his opinion against the world, then it must be admitted that he holds the power of professional security and welfare over those subject to his whim and caprice."



The Rev. R. O. Evans accepts International Falls Federation of Teachers, Local 331, third annual Citizen of the Year award from Martin Narbo, banquet chairman, left, and Federation President Wayne Haglund.—International Falls Journal Photo.

Teachers Name Minister Year's Citizen

INTERNATIONAL FALLS, Minn.—The International Falls Federation of Teachers, Local 331, which for three years has picked the city's Citizen of the Year, this year named the Rev. R. O. Adams, veteran Lutheran minister and civic leader, to the honor.

The Rev. Adams, who has served his pastorate in International Falls for 35 years, was introduced at the award dinner by Martin Narbo, general chairman, after Wayne Haglund, Local 331 president, introduced most of the city's leaders.

The new Citizen of the Year who, among other things, had served on the school board for 10 years, was picked also for his work in his church, among young people and for his support of the public schools.

Dr. Gerald E. Bisbee, Duluth Methodist minister, was the speaker, delivering the area's tribute to Rev. Adams.

Arizona Expects to Begin Enlarged Program by Summer

TUCSON, Ariz.—Richard Y. Murray, its president, announced that the Arizona Federation of Teachers Unions expects to have employed a professional business representative and get its expanded program under way this mid-summer.

Teachers union members in the state voted to increase per capita dues to \$5 a month effective Jan. 1, last, to make the program possible, and "accomplish in four years work that would otherwise take 14 years."

The proposition was submitted to Arizona Locals in a series of workshops, and approval was by vote to amend

constitutions to fix the dues at the new amount.

Murray said that the expanded program will include the areas of legislative and political action, services to Locals, organization and communications.

He added that since then, many inactive members have "stepped forward, anxious to participate," and that as a prelude the union has gotten an effective stewards (building representatives) training program under way.



Mr. Murray

Sabbaticals For Long-Time Substitutes

SAN FRANCISCO, Calif.—The San Francisco Federation

School Aids New Teachers For Exams

CHICAGO, Ill.—For more than 50 years the Chicago Teachers Review School, under the ownership and direction of four members of the Chicago Teachers Union, Local 1, has been helping graduate teachers prepare for entrance and certification examinations in the system.

The school is conducted by Howard S. Bechtolt, Gerald O'Connor, Edward Fitzgerald and Royce Kinnick. Bechtolt, its president, said it was founded to fill a void in the examination preparations, similar to the "boning up" classes for young lawyers and accountants.

Twelve-week Saturday morning-afternoon review courses are given each school year for elementary and high school candidates as well as those for principalships.

Bechtolt said that registrations are now being taken for classes beginning this fall, and that inquiries should be addressed to the school at 130 N. Wells st. He added:

"We feel that the school is making a definite contribution to the alleviation of the teacher shortage."

4 New Locals, With 113 Old Ones Over Top

CHICAGO, Ill.—Four new Locals of the American Federation of Teachers were chartered in the 30 days preceding press time, and 113—eight more than last year—were shown by their per capita to have exceeded their membership quotas.

The new Locals were the Redstone Township, (Pa.), Federation of Teachers, Local 1335; Napa, (Calif.), Federation of Classroom Teachers, Local 1336; Roxana, (Ill.), Federation of Teachers, Local 1337, and the Crookston, (Minn.), Federation of Teachers, Local 1338.

Fourteen Locals newly over the top in membership were: California—Sacramento, Local 31, and Sequoia, Local 1163; Illinois—Chicago Truant Officers, Local 237; Chicago Heights, Local 1260, and Rockford, Local 540. Indiana—Hartford City, Local 977.

Also, Louisiana—Bogalusa, Local 1277. Massachusetts—Somerville, Local 1300. Michigan—Roseville, Local 1071. Minnesota—Virginia, Local 1281. Ohio—Lorain, Local 783, and Oregon Township, Local 1080. Tennessee—Carter County, Local 1140, and Wisconsin—Superior, Local 202.

of Teachers, Local 61, won the right to sabbatical leave for long-term substitute teachers recently.

Dan Jackson, Local 61's president, called the school board's attention to the fact that teachers who had spent years as substitutes were not granted the leave. The board corrected the omission.



Labor journalism teacher uses American Teacher magazine and AFT's Publicity Tips as texts: Chicago's AFL Federation News Editor, Irvin Klass, center, who conducted 8-weeks course in labor public relations and membership education communications for labor education division, Roosevelt University, with class members, from left, Bill Scoggins, editor, The Record, United Steelworkers of America; Mrs. Marie L. Caylor, editor of the magazine and author of the Tips; Bernice Finkelman, editorial assistant, Building Service Employees International, and Floyd Smith, associate editor, Newsletter, Local Electrical Workers.



Minneapolis arrangements committee helping in plans for 43rd annual AFT convention: From left, George Fisher, treasurer, Minneapolis Federation of Teachers, Local 59; Helen Stub, vice-president and committee chairman; Selma Larson, member of Local's Executive board; A. James Heller, Local 59 president; Charles E. Boyer, its executive secretary, standing; Edmund Lukaszewski, social chairman; Melvin Hoagland, Local 59 vice-president; Harvey Otterson, executive secretary, Minneapolis Federation of Teachers, and Lyle Farmer, president of the St. Paul Federation of Teachers, Local 28. Members of committee not in photo: Herbert Clark, president, Minnesota Federation of Teachers, and Ann Schwartz, Local 39 secretary.

AFT Convention

From Page 1

phrey at the annual banquet Thursday evening. President Carl J. Megel will give his annual address Monday at the opening session and be followed by Minnesota's Gov. Orville Freeman.

The Union Teacher Press Association annual luncheon will be Monday with the speaker to be announced. The Human Relations luncheon Tuesday will be addressed by Frank Adams, chairman of the Minneapolis AFL-CIO Human Relations committee, and liberal member of the city's school board. Megel's address at the opening session will be preceded by addresses of welcome from state and city civic, political, labor and school leaders.

Pre-session Reception

Early arrivals will be guests of the Minneapolis Federation of Teachers, Local 59, at a reception, show and evening of dancing Sunday after dinner. The program is being planned by Edmund Lukaszewski, Local 59 social committee chairman, to include stars from the shows and clubs in the city.

The 43 Minnesota Locals are planning to act as hosts to the various delegations, and Local 59 will maintain an information booth for the delegates.

Showboat Cruise

The city will offer a variety of out-of-session attractions and entertainment. One of these is the Mississippi River Showboat, built for Minnesota's centennial and now taken over by the University of Minnesota. A show and trip on this boat is planned for Wednesday evening.

If sufficient delegates are interested, it will be possible to make Wednesday night AFT night on this boat. Delegates should make reservations at the information booth on arrival.

Museums and Falls

For delegates interested in art, the Minneapolis Institute of Art, the Walker Art Center, the Swedish Museum and the University of Minnesota Gallery are a short ways from the convention hotel. The block-large Minneapolis Vocational High School is across the street from the hotel. Delegates can visit it at

will or guided tours can be arranged.

A 20-cent bus ride will take interested English teachers to Minnehaha Falls, made famous by Longfellow's Song of Hiawatha. The Falls are in a 144-acre park.

Visit to Laboratory

Science teachers may be especially interested in the St. Anthony Falls Hydraulics Laboratory, a world-known part of the university located in the middle of the Mississippi river.

More than 100 scientists and engineers are engaged in this institution in river control, harbor and dam building research experiments. Dr. Lorenz G. Straub, brother of AFT Editor Mrs. Marie L. Caylor, is the founder and director.

Present experiments being conducted in the laboratory include those on waterway and harbor projects throughout the country, on Egypt's Aswan dam, similar projects in the Belgian Congo and Venezuela, and on the Arkansas River waterway.

Teachers interested in a tour of the laboratory should also contact the information desk on arrival as arrangements must be made in advance.

Schools, Symphony

Culturally and educationally, Minneapolis is among the country's leaders. The beautiful University of Minnesota enrolls 24,000 students daytime, and supplies night classes and correspondence courses to 23,000 more. The public school system has nine senior highs, a vocational high, 13 junior highs and 75 elementary schools.

Minneapolis institutions include the world-famed Minneapolis Symphony Orchestra, as much at home in other cities as in its own.

Host Local Pioneer

The host Local, the Minneapolis Federation of Teachers, organized in 1919, is one of the AFT's oldest as well as most progressive. It has long since solved many of the teachers' problems still confronting other parts of the nation.

Among its accomplishments has been the first defined school day, a transfer policy and grievance procedure. It was one of the pioneers in helping to establish the Minnesota State Federation of Teachers.

Hawaii Tours

From Page 1

and Sociology S 356, Hawaii and Its People. Each carries 5 graduate credits.

Noted Instructors

The Education course, new this year, will be taught by the noted Dr. Robert W. Clopton, former head of the university's department of education. The



Dr. Yamamura Dr. Clopton

Sociology course is in its second year under the inimitable Dr. Douglas Yamamura.

Many of the enrollees are also taking a 4-day a week, two weeks, afternoon Seminar in Labor Relations, carrying one credit, to be conducted by Dr. Harold S. Roberts, dean of the school of commerce, and to include AFT lecturers. (Summary, this page.)

Tours in 4 Flights

Members of the study-tours, pre-enrolled in the university, will arrive in Hawaii in four flights on United Air Lines overseas planes.

The main flight — teachers from the southwest, central and most eastern areas — will arrive in Honolulu June 22 from Los Angeles. Another group of northwesterners will go from San Francisco the same day.

Chicago and other teachers whose schools close June 26, will fly from Los Angeles June 28, and start class under special dispensation with makeup, Monday, the day after arrival. New York City enrollees will depart Los Angeles by air July 2 under a similar arrangement, due to their June 30 school closing.

The study-tours have been more than a year in the making, starting with university arrangements, by Caylor International, teachers overseas study-tour managers, and will be conducted by Marie L. and Harry E. Caylor.

AFT Workshops

From Page 1

their professional status and welfare.

Read it to learn the programs that will be offered by two American Federation of Teachers-sponsored workshops and two seminars in universities across the country and in the mid-Pacific.

Then help yourself and your fellow teachers by taking a week or a little longer as the case may be, to attend one of them, learning the AFT's program and philosophy, its goals and how to reach them. Get an NH (Know How) degree to make your Local hum.

The 'shops and seminars, staffed by labor authorities and top AFT leaders, will be at the Universities of California, Connecticut, Hawaii and Wisconsin.

Since Glenn Parish, AFT vice-president and 'shop chairman, is the recipient of an important summer science scholarship (Story, Page 3), the co-ordination of the events will be taken over by James L. Fitzpatrick, former vice-president and "old hand" at the job.

So look the offerings over. Pick the one you like, or that is nearest. Is your state or Local Federation offering a scholarship? Following are the dates, the faculty members and brief program summaries:

California

DATES: Aug. 3 to 7.

PLACE: University of California, Berkeley.

COURSE: Teaching for Careers, 1 credit.

LEADERS: Prof. Martin Trow, teacher, under the direction of Dr. John Hutchinson, university director of industrial relations; AFT leaders Dan Jackson, Edward Irwin, Lou Eilerman, Ben Rust, Don Henry, Henry Clarke, others.

The one-unit course, "Teaching for Careers," to be given by Prof. Trow, member of the faculty in education and sociology, will be supplemented by classes in:

- 1) Collective bargaining procedures, legislation and contracts.
- 2) Analysis of school district budgetary procedures, tax laws and audits.
- 3) Making teaching a profession: A comparison and contrast of teaching with other professions.
- 4) Legislative accomplishments this year and possible legislation for the future.

Housing will be available in hotels adjacent to the campus at reasonable rates. The cost of matriculation: \$15 per person.

Connecticut

DATES: July 21 to 26.

PLACE: University of Connecticut, Hartford.

COOPERATION: AFL-CIO Steelworkers.

LEADERS: University's Profs. John Glynn, Emory Bacon, others; Ruth Greenberg, education director of the Connecticut State Labor Council. Also, John Lichtenberg, Rose Claffey, Sally Parker, and other AFT lecturers to be announced.

The program will include

classes and lectures on the rights and responsibilities of union members, current economic problems, seminars on the problems of teacher unions, programs for building teacher unions, and collective bargaining.

Prof. Glynn

There will be off campus social activities, and a talk on human relations by Dr. Bacon. The deadline for registration is June 15. The \$55 cost of the course includes room, meals, tuition, socials, et cetera.

Hawaii

DATES: June 29-July 9, four days a week.

PLACE: University of Hawaii.

COURSE: Seminar in Labor Relations, 1 credit.

LEADERS: Dean Harold S. Roberts and staff; also, Carl J. Megel, Sophie Jaffe, Marie L. Caylor, others.

This course will include discussions of current labor issues, examination of union procedures, including the role of the organization, research and education departments, collective bargaining and grievance procedures.

Tuition and fees are \$15. Enrollees are expected to include those in the AFT-sponsored Education and Sociology courses in the university, and AFT and labor leaders in the Islands.

Wisconsin

DATES: July 19 to 24.

PLACE: University of Wisconsin, School for Workers, Madison.

CO-PARTICIPANT: Wisconsin AFL-CIO Labor Institute.

LEADERS: Robert W. Ozanne, director of the School for Workers; Jack Barbaash, Carl J. Megel, Mrs. Marie L. Caylor, Charles E. Boyer, James L. Fitzpatrick, John Lichtenberg, others.

While listed here last alphabetically, this is the pioneer and always the largest AFT 'shop.

Much of its program this year will be jointly with the Wisconsin AFL-CIO Institute, including sessions on collective bargaining, labor history, union administration and labor legislation.

Mr. Ozanne

Also, there will be seminars on teachers' problems, education and foreign policy. Orientation meetings and participation in the labor group's recreation events as well as a graduation banquet will add to interest and color. Tuition will be \$51.50 inclusive of room and board.

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Kenosha (Wis.) Teachers Union, Local 557, celebrates 21st anniversary: Snapped at dinner, from left, Robert Desmanais, Local 557 president; Paul Whiteside, Kenosha Labor Council president; Rep. Henry S. Reuss, D., Wis., the speaker; James L. Fitzpatrick of Milwaukee, recently named executive director of the Wisconsin State Federation of Teachers, and Glenn A. Parish of Superior, president of the Wisconsin Federation and AFT vice-president. Kenosha Labor Photo.

AFT Health-Accident Policy

AFT members should address their requests for information about this sickness and accident policy to Albert H. Wohlers, AFT, Ten-Twenty Plan, 223 West Jackson Blvd., Chicago 6, Illinois.

CHICAGO, Ill.—The first day of this month of May was the "target date" for issuance of the first policies to AFT members applying for the low cost sickness and accident insurance under the new "Ten-Twenty Plan" announced in the March American Teacher.

Albert H. Wohlers, AFT insurance adviser, said brochures describing the plan, with applications, were sent in April to AFT members whose Locals requested it. Policies are issued to individuals and any member may apply.

Tailored to Teachers

AFT President Carl J. Megel described the policy, which also provides \$1,000 for accidental death, as "tailored especially to the needs of teachers," with the "premium pegged at the lowest possible cost."

It is underwritten by the American Casualty Company which provides policies to other professions, including medical, dental and legal, as well as labor. It is designed exclusively for AFT members.

Wohlers, who set up the AFT's present occupational liability insurance plan with Lloyds of London, called the sickness and accident policy "brand new and truly unique."

Double Benefits

The latter is called the "Ten-Twenty Plan" because of a double benefit feature heading up numerous coverages, benefits and other features. Briefly, it pays \$10 a day indemnity for each day (seven days a week) the insured is disabled by sickness or injury, and \$20 in case of hospitalization. Wohlers added:

"Indemnities will be paid for

as long as 1,825 days from the first day of disability due to accident and up to 365 days, beginning with the eighth day of disability due to sickness.

"The \$20 will be paid for each day the insured member is confined to a hospital as a resident patient during his or her disability by either sickness or accident."

New York Guild

From Page 1

or \$8,900 for Masters plus 30 hours; increases ranging from \$280 to \$1,000 after equalization of the irregular increments.

The Guild negotiating team was headed by Charles Cogen, its president, and Dave Selden, special representative. It included also Jules Kolodny, executive board member and attorney; Martin Lobenthal, co-chairman of Local 2's salary committee and Harry E. Van Arsdale, Central Labor Council president.

Report to Rally

Details of the agreement were to be reported to a mass rally of the city's teachers the afternoon of April 28 in St. Nicholas arena. Selden said the meeting would be asked to authorize further action if final agreement with the board was not satisfactory.

Also part of the controversy is the need for better salaries for school secretaries, recreation and night elementary teachers, and some others.

Previous Proposals

Previous to the Guild-board session, Mayor Wagner had proposed that only \$10 million be allocated to teachers pay increases after the board recommended \$25 million.

Evening high school teachers, mostly members of another organization, went on strike recently, winning pay of \$18.38 for a 3½-hour session as compared with \$12.25 previously.

New Tax Rate And School Cost Study

CHICAGO, Ill.—A new study and report on school expenditures, tax rates and assessed valuation in major cities has been issued by Dr. George S. Reuter AFT research director.

The report lists the cities, and copies may be obtained from the American Federation of Teachers, 28 E. Jackson Blvd., Chicago 4.

Hawaii Locals Hold First Conventions, Map Programs

HONOLULU, Hawaii—There is increasing need for teacher welfare programs and teachers unions are growing rapidly in these mid-Pacific islands recently voted statehood by Congress.

The need and growth were demonstrated as the Oahu Federation of Teachers, Local 1127, and the Hawaii Federation of Teachers, Local 1279, held their first conventions, the former here and the latter in Hilo.

Wallace Onishi, president of Local 1127, and Achong Young, Local 1279 president, reported that membership growth had been unprecedented this school year.

Outline New Goals

Convention actions initiated by the Hawaii Federation called for an \$80 across the board pay increase in the Islands, a tenure law, a form of collective negotiation between teachers and school officials, severance and longevity pay and smaller classes.

Wilton Gordon, the Islands' new superintendent of public instruction, addressed the Hawaii convention, declaring that the Islands must spend \$10½ million to bring school support up to the mainland average, and

stressed the need for a "substantial increase" in teachers salaries, adding that no teacher here presently receives as much as \$600 a month.

First Democratic Meeting

A. S. Reile, AFL Pacific organizer, called the conventions, "the first truly democratic teachers conferences in the islands."

William Witt, exchange teacher from San Francisco, discussed Merit Rating at the Hilo meeting, declaring, "we must do something about swollen classroom loads, non-teaching assignments; heavy, time-consuming clerical tasks, and the transference of the teacher from a well-trained educator to a baby sitter for untamed youth," while drawing more young people into teaching tomorrow.

Gain Public Recognition

Edward S. Nakamura, Local 1279 secretary, declared that the AFT Locals are gaining in public recognition as well as in members.

The Hawaii Federation of Teachers is on the Island of Hawaii, the "Big Island," and the Oahu Federation is as its name implies on Oahu the island including Honolulu, Waikiki and the University of Hawaii.

Better School Laws Enacted In Indiana

INDIANAPOLIS, Ind.—Indiana's legislature adjourned after enacting several bills for school and teacher welfare while cutting original proposals for state aid slightly.

Ann Maloney of Gary, AFT past vice-president and legislative representative of the Indiana Council of Teachers Unions, issued a six-page summary of new laws, to Locals in the state. Bills passed:

1) Appropriated \$205½ million for state aid to schools in the coming biennium—\$17 million more than for the previous period.

2) Provide a state-supported beginning salary of \$3,600 for Bachelors and \$3,800 for Masters, with \$90 increments for 12 years.

3) Set up school aid to poor districts from wealthier ones by fixing a county tax rate of 25 cents for the purpose.

4) Lifts the local school tax rate from \$3.65 to \$4.25 per \$100 valuation.

5) Provide 10 days sick leave for first year teachers, increasing seven a year thereafter.

6) Set up a "true cash value" assessment ratio on real estate, with a manual for determining the value.



Miss Maloney

Bremerton In Bargaining Election

BREMERTON, Wash.—Whether the Bremerton Federation of Teachers, Local 336, or the NEA "company union" Bremerton Education Association would represent the city's teachers in bargaining on working conditions with the school board was to have been decided, April 22, in an election.

Local 336, of which Mrs. Florence Justin is currently president, has had a signed working agreement with the board for the last 12 years, and there is no record of an NEA unit ever having such an agreement.

The Federation recently celebrated its silver anniversary with a dinner attended among others by nine past-presidents. Byron Fish, Seattle Times columnist, the speaker, told those attending that the "professional status of teachers must be raised but it cannot be done by timid souls."



John Jellison, past-president of the Salem (Mass.) Teachers Union, Local 1258, has the local's number on his this year's automobile state license plate.



Union teachers elected to leadership on Greater Hartford, Conn., Central Labor Council: Kenneth Modigan, council president, center, welcomes Neil Macy, left, treasurer and co-business agent, and Gordon S. Hill, president of the Hartford Federation of Teachers, Local 1018, when the latter two took office as trustee and vice-president of the council. Macy and Hill are the first Hartford teachers to hold such offices. Photo by Joseph H. Soifer.

Oakland, Local 771, Blunts Merit Plan With Own Survey

OAKLAND, Calif.—A \$30,000 paid-for-out-of school funds board-sponsored business management survey on what to do about teachers here, that recommended merit rating in reverse, has been effectively blunted by a questionnaire-poll of the teachers by the Oakland-Alameda County Federation of Teachers, Local 771, at no cost to taxpayers.

The board-sponsored survey was conducted by the commercial firm of Booz, Allen and Hamilton, who obviously applied the philosophy of private business rather than public welfare to its findings. It was similar to those made public recently with beating of drums in other cities, to confuse public understanding of teachers needs for better salaries and working conditions.

Called BAH Report

Teachers, including the Oakland Teacher, Local 771's bulletin, immediately dubbed it the BAH report, a connotation that was supported by most of the 900 teachers responding to the counter-survey questionnaire distributed under the direction of Ronald Miller and Dr. Hyman Haydis, co-chairmen of the OFT's questionnaire survey committee.

While the BAH report sought to pin classroom weaknesses to teachers and offered ways of penalizing and disciplining them, the answers to the OFT exposed weaknesses in school administration and supervision: lack of supervisory help to new as well as old teachers, inertia from principals and vice-principals in student discipline problems, lack of teaching materials and so on.

Local Predicted Result

George D. Stokes, Local 771 president, pointed out that the Federation had not taken part in the BAH survey because of its implications of bias, the fact that a commercial firm should have nothing to do with the establishing of goals in education, and the areas had been previously covered by a 1956-57 board-teacher salaries studies committee.

Stokes, as early as in Sept., 1958, predicted that the major purposes of the BAH survey would be:

"(1) For merit pay. A similar survey conducted by the same firm for the San Diego board,

resulted in a big step toward merit rating of teachers and salary based on these ratings.

"(2) To make and keep teachers uneasy. It is not uncommon for boards to get experienced teachers to resign so beginning teachers can be hired, thus saving the district much money in salaries."

Would Withhold Increments

Dr. Haydis in an analysis of the BAH report summarized its "unsubstantiated recommendations," as follows:

"(1) The withholding of annual salary increments (for teachers the administration want to resign).

"(2) Salary increases contingent on (administration evaluated) satisfactory teaching.

"(3) The merit plan for evaluation of teachers, and

"(4) The gathering of 'objective evidence' from the teacher himself and from the anonymous evaluators to better enable the principal to challenge teacher tenure when he desires to do so."

Calls It Trojan Horse

Dr. Haydis concluded: "The BAH survey is a Trojan Horse!" Also critical of it was John King, president, but minority member of the board of education and Grand Lodge representative of the International Association of Machinists. He commented:

"The management consultants . . . unquestionably tied into their report the philosophy of private industry that 'management shall keep as much control over their employees as possible.'"

"The report . . . did not go into solving the complaints teachers have about their administrators and supervisors. In my experience the only way to solve this type of relationship is to have a grievance and an arbitration procedure."

Support Board Policies

The operations of commercial management "consultants" in public school systems under contracts with boards, appear to be increasing with "findings" being released at salary negotiation times.

None have ever been known to have made recommendations contrary to the policies or desires of the employing board of education.

Chicago School Unions Move To Unite for Bargaining

CHICAGO, Ill.—Formation of a Chicago Board of Education Employees Labor Council by the 21 unions in the public schools, was under consideration at press time for the purpose of bargaining as a group and to effect unity of action to correct downgrading.

First steps were taken at a meeting of leaders of unions representing a majority of the employees, including the Chicago Teachers Union, Local 1, called by AFT President Carl J. Megel, acting for affiliates in the city.

Committee to Proceed

A committee was elected to proceed with the proposal following the presentation of need for unity by Megel and Ray Pasnick, board member and public relations director of the Midwest Region, United Steelworkers.

Eugene J. DeGrazia, president of the Board of Education Employees Union, Local 859 of the

State County and Municipal Employees, is chairman.

The committee scheduled a May 1 meeting for organization completion, after a conference with William A. Lee, president of the Chicago Federation of Labor, who gave assurance of the city-wide Federation's support. The CIO Council was to be consulted similarly.

Megel Cites Need

Megel, at the initial meeting declared that increases in administration salaries, and the poor treatment generally given employees' requests in the recently passed school budget indicated a clear need for unification of action.

"All employee groups," Megel said, "were subjected to humiliation or downgrading in the adoption of the last school budget. Teachers were not given proper consideration, the school clerks and assistant librarians were downgraded, and needs of truant officers scantily recognized." (American Teacher, March, 1959.)

Since the American Teacher disclosures and the meeting of the union groups, civil service representatives have reinspected several schools to consider reclassification of the librarians and school clerks.

Pasnick said he had been looking forward to a unity meeting of the school unions "for a long time," and said bargaining by a group representing all the unions, "with uniformity of purpose" appeared to be their solution.

Aides Replace Clerks

It was also learned that numerous school service aides—ages ranging from 30 to 60—were being employed in several schools, crowding out qualified civil service people, at lower salaries.

Originally, the aides were supposed to be students in need of financial help while going to school. In one junior college, they now outnumber the civil service personnel.

AFT Locals attending the Council organization meeting included also the School Clerks Union of Chicago, Local 224; the Chicago Public Library Assistants Union, Local 1215, and the Chicago Truant Officers Federation, Local 237.

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